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ABSTRACT

This annual report of the National Council on Disability (NCD) describes major activities and accomplishments during fiscal year 1995 in its role of advising the President and Congress on issues concerning people with disabilities. The NCD gathered information about the implementation, effectiveness, and impact of the Individuals with Disabilities Education Act (IDEA) and conducted 10 field hearings on the law. It also gathered information about the implementation, effectiveness, and impact of the Americans with Disabilities Act (ADA) and conducted a 50-state town meeting tour on the ADA. NCD also responded to thousands of inquiries on ADA and disability-related issues and released two reports: "Voices of Freedom: America Speaks Out on the ADA" and "Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children." Additional activities included cooperation with the United Nations; planning for a National Summit on Disability Policy; and discussions with Microsoft Corporation on improving software access for people with disabilities. Individual sections of the report describe the organization's activities, research efforts, Congressional testimony, information dissemination, and quarterly meetings. Appendices include biographies of NCD members and staff, a listing of NCD publications, and the NCD mission statement. (DB)

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National Council on Disability



Annual Report Volume 16
Fiscal Year 1995

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March 31, 1996

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Fiscal Year 1995

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NATIONAL COUNCIL ON DISABILITY

An independent federal agency working with the President and the Congress to increase the inclusion, independence, and empowerment of all Americans with disabilities.

LETTER OF TRANSMITTAL

March 31, 1996

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

I am pleased to provide you with the National Council on Disability's (NCD) Annual Report for Fiscal Year (FY) 1995. This is done in accordance with Section 401(a)(9) of the Rehabilitation Act of 1973, as amended.

During FY 1995, NCD conducted an extensive array of activities to provide you, the Congress, and our other consumers with recommendations regarding laws, programs, and policies affecting 49 million Americans with disabilities.

NCD continued to gather information about the implementation, effectiveness, and impact of the Individuals with Disabilities Education Act (IDEA), conducted a series of 10 field hearings on IDEA, and released its report, *Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children*.

NCD also monitored the implementation of the Americans with Disabilities Act (ADA), conducted a 50-State ADA Town Meeting Tour, commemorated ADA's fifth anniversary, and released its report, *Voices of Freedom: America Speaks Out on the ADA*. In an effort to meet the overall needs and concerns of its consumers, NCD also represented people with disabilities on a variety of federal advisory boards, task forces, in international forums, in the media, and with business leaders.

Today, people with disabilities look to you, Mr. President, for leadership as we continue to work toward the successful implementation of ADA. With your support, people with disabilities will continue to make great strides under ADA.

I am proud to be associated with you and your Administration as we work toward empowerment and independence for all people with disabilities.

Sincerely,

Marca Bristo
Chairperson

(The same letter of transmittal was sent to the President Pro Tempore of the U.S. Senate and the Speaker of the U.S. House of Representatives.)

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NCD MEMBERS AND STAFF

Members

Marca Bristo, Chairperson

John A. Gannon, Vice Chairperson

Yerker Andersson, Ph.D.

Larry Brown, Jr.

John D. Kemp

Audrey McCrimon

Bonnie O'Day

Lilliam R. Pollo

Debra Robinson

Shirley W. Ryan

Michael B. Unhjem

Rae E. Unzicker

Hughey Walker

Kate P. Wolters

Ela Yazzie-King

Staff

Ethel D. Briggs, Executive Director

Speed Davis, Executive Assistant to the Chairperson

Billie Jean Hill, Program Specialist

Jamal Mazrui, Program Specialist

Mark S. Quigley, Public Affairs Specialist and Editor

Brenda Bratton, Executive Secretary

Stacey S. Brown, Staff Assistant

Janice Mack, Administrative Officer

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MAJOR ACTIVITIES SUMMARY—FISCAL YEAR 1995

During Fiscal Year (FY) 1995, the National Council on Disability's (NCD) budget authorization was \$1,793,000. NCD began FY 1995 with an extensive array of activities that provided the President and the Congress with recommendations on how people with disabilities could be better served.

NCD continued to gather information about the implementation, effectiveness, and impact of the Individuals with Disabilities Education Act (IDEA) (P.L. 94-142) by conducting a series of 10 field hearings on IDEA. It also gathered information about the implementation, effectiveness, and impact of the Americans with Disabilities Act (ADA) (P.L. 101-336), an historic civil rights law that was initially proposed by NCD. In its effort to monitor ADA's implementation, NCD conducted a 50-state ADA town meeting tour, which also included Washington, DC, and the U.S. Virgin Islands. NCD also identified the overall needs and concerns of individuals with disabilities by responding to thousands of inquiries on ADA and disability-related issues.

NCD's other highlights for FY 1995 included the release of its historic report *Voices of Freedom: America Speaks Out on the ADA* at the fifth anniversary of the enactment of ADA. This report contains findings from NCD's 50-state ADA town meeting tour and describes the real-life experiences of thousands of citizens with disabilities. NCD also released its report *Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children*, which presents the results of an extensive research process regarding progress in the implementation of IDEA over the past 20 years and recommendations for improving the implementation of IDEA as Congress begins reauthorization. NCD's chairperson, Marca Bristo, became a U.S. delegate to the United Nations World Summit for Social Development. Planning began for NCD's National Summit on Disability Policy, and NCD began meeting with representatives of the disability community and Microsoft Corporation to discuss access to Windows-based software for people with disabilities, especially people with severe visual impairments.

In addition, the U.S. Senate confirmed Yerker Andersson of Maryland; John D. Kemp of Washington, DC; Audrey McCrimon of Illinois; Lilliam R. Pollo of Florida; Debra Robinson of Pennsylvania; Rae E. Unzicker of South Dakota; and Ela Yazzie-King of Arizona, as NCD members.

FY 1995 ACTIVITIES

NCD conducted several activities during FY 1995 to elicit public response on issues affecting people with disabilities and to inform the public of its activities. A summary of those activities follows:

IDEA FIELD HEARINGS—1994

October 20, Anchorage, Alaska
November 4, Albuquerque, New Mexico
November 5, Des Moines, Iowa
November 5, New York, New York
November 9, Philadelphia, Pennsylvania
November 10, Charlotte, North Carolina
November 14, Milwaukee, Wisconsin
November 15, Denver, Colorado
November 18, Boston, Massachusetts
November 21, Berkeley, California

Synopsis

NCD conducted a series of 10 one-day field hearings on the implementation of IDEA—the federal legislation that supports the vast majority of special education programs across the nation. The purpose of these field hearings was to assess how IDEA is working and how its implementation might be improved.

IDEA REPORT RELEASE

May 9, 1995, Washington, DC

Synopsis

NCD chairperson Marca Bristo released the Council's report *Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children* during testimony at a joint congressional 20-

year anniversary hearing on the reauthorization of IDEA. This report presents the results of an extensive research process regarding progress in the implementation of IDEA over the past 20 years and recommendations for improving the implementation of IDEA as Congress begins reauthorization. Nearly 400 witnesses—the vast majority of whom were parents of children with disabilities, students with disabilities, and adults with disabilities—contributed their views regarding IDEA's reauthorization at 10 regional hearings, sharing their experiences with IDEA to date and their hopes for the future.

Shortly after the release of its report on IDEA, NCD released its report *Inclusionary Education for Students with Disabilities: Keeping the Promise*, which was based on a two-day hearing in Chicago, August 4-5, 1993. This report details progress to date in achieving the goal of education in the least restrictive environment for students with disabilities in the nation's schools, barriers to meeting the letter and spirit of the law, and recommendations for increasing opportunities for students with disabilities to be educated alongside their peers without disabilities in regular neighborhood schools.

ADA REPORT RELEASE AND NEWS CONFERENCE

January 26, 1995, Washington, DC

Synopsis

Chairperson Marca Bristo released NCD's report *The Americans with Disabilities Act: Ensuring Equal Access to the American Dream* at a news conference. This report measures progress to date in the implementation of this landmark civil rights legislation from the perspectives of people with disabilities; private sector representatives; local, state, and federal government officials; and national experts in the field of disability policy.

50-STATE ADA TOWN MEETING TOUR—1995

February 1, Miami, Florida
February 2, Jackson, Mississippi
February 4, Atlanta, Georgia
February 7, Frankfort, Kentucky
February 9, Columbia, South Carolina
February 14, Birmingham, Alabama
February 15, Topeka, Kansas
February 16, New Orleans, Louisiana
February 17, Albuquerque, New Mexico
February 21, Little Rock, Arkansas
February 21, Oklahoma City, Oklahoma
February 22, Arlington, Texas
February 28, Honolulu, Hawaii
March 1, Los Angeles, California
March 2, Dover, Delaware
March 7, Norfolk, Virginia
March 9, Huntington, West Virginia
March 10, Harrisburg, Pennsylvania
March 15, Wanamassa, New Jersey
March 16, Portland, Maine
March 17, Concord, New Hampshire
March 21, Cranston, Rhode Island
March 22, Boston, Massachusetts
March 24, Albany, New York
March 29, Cromwell, Connecticut
March 31, Detroit, Michigan
April 4, Columbus, Ohio
April 6, Nashville, Tennessee
April 11, Des Moines, Iowa
April 12, Jefferson City, Missouri
April 13, Missoula, Montana
April 13, Madison, Wisconsin
April 14, Montpelier, Vermont
April 21, Portland, Oregon
April 25, Anchorage, Alaska

April 25, Indianapolis, Indiana
April 26, Seattle, Washington
April 27, Boise, Idaho
April 28, Winston-Salem, North Carolina
May 3, Las Vegas, Nevada
May 3, Salt Lake City, Utah
May 6, Phoenix, Arizona
May 9, Baltimore, Maryland
May 9, Lincoln, Nebraska
May 10, St. Paul, Minnesota
May 26, Denver, Colorado
June 1, Chicago, Illinois
June 2, Laramie, Wyoming
June 5, Washington, DC
June 8, Rapid City, South Dakota
June 14, Bismarck, North Dakota
June 20, St. Croix, U.S. Virgin Islands

Synopsis

NCD conducted town meetings in each state, the District of Columbia, and the U.S. Virgin Islands to assess the implementation of ADA from the perspectives of people with disabilities. During the tour, NCD met with thousands of people with disabilities, with their family members, with business people, and with public servants. NCD's overall conclusion from these meetings was that ADA is beginning to create positive, at times dramatic, changes in the lives of people with disabilities.

ADA FIFTH ANNIVERSARY AND REPORT RELEASE

July 25, 1995, Washington, DC

Synopsis

Nearly 500 participants attended NCD's fifth anniversary commemoration of ADA at the National Press Club. During the event, NCD chairperson Marca Bristo

released NCD's historic report *Voices of Freedom: America Speaks Out on the ADA*, which contains findings from NCD's 50-state ADA town meeting tour (including Washington, DC, and the U.S. Virgin Islands), conducted earlier this year. This report, which describes the real-life experiences of thousands of citizens with disabilities, concludes that ADA is working for people with disabilities, improving their lives, and providing accessibility. Implementing ADA is not costly and has led to few lawsuits. In summary, ADA is creating positive changes in the American culture. However, given the many areas in which compliance has not yet been achieved, and in recognition of the relatively brief time the law has been in effect, it is clear that further efforts are necessary to increase public awareness of the Act, furnish education and clarification to covered entities regarding the provisions of the Act, and provide the resources required to encourage voluntary compliance and ensure effective enforcement.

Distinguished participants at the NCD-sponsored event included Attorney General Janet Reno; former Attorney General Dick Thornburgh; Senator Tom Harkin (D-IA); Congressmen Steny H. Hoyer (D-MD) and Major Owens (D-NY); Tony Coelho, President's Committee on Employment of People with Disabilities; Paul Steven Miller, U.S. Equal Employment Opportunity Commission; Pat Morrissey, Senate Subcommittee on Disability Policy; Andrew Batavia, Office of Senator John McCain (R-AZ); Justin Dart, Justice for All; Humphrey Taylor, Louis Harris and Associates, Inc.; Peter Blanck, Annenberg Senior Fellow; Dennis W. Archer, Mayor of Detroit; and 9-year-old Kristopher Hazard of Tennessee.

UN WORLD SUMMIT FOR SOCIAL DEVELOPMENT

March 6-12, 1995, Copenhagen, Denmark

Synopsis

President Clinton named NCD chairperson Marca Bristo as a U.S. delegate to the United Nations World Summit for Social Development. Ms. Bristo's official status as a delegate to a major general meeting of the United Nations represents the U.S. commitment to the development of a consistent, coordinated foreign policy on matters pertaining to people with disabilities. She was the first person with a disability to be a U.S. delegate at a UN Summit.

The delegation worked to ensure that the needs of people with disabilities worldwide are included in all actions of the Summit that expand access to social services, education, and health services. Summit leaders formulated a *Declaration and Program of Action* to create a worldwide environment for sustainable economic and social development, eradication of absolute poverty, full and productive employment, and social integration of all. This Summit for Social Development was important to people with disabilities: not only did it acknowledge the tremendous isolation, poverty, unemployment, and discrimination faced by most of the world's more than 500 million people with disabilities, it also set an agenda for the world's nations to address those problems. The process was another major step forward in an emerging international policy to include and empower people with disabilities in the cultural, social, political, and economic mainstream of their societies.

The Department of State identified the progress made on issues pertaining to people with disabilities as one of its five major accomplishments at the Summit. The official Department of State public information release following the Summit stated, "leaders attending the Summit agreed to unprecedented language on the need to equalize 'opportunities so that people with disabilities can contribute to and benefit from full participation in society.' The United States led the world in advocating this central point, and Americans representing the disability community served on the U.S. Delegation both to the final preparatory meeting and to the Social Summit itself." The United States continued this policy in Beijing, China, at the Fourth World Conference on Women.

DISABILITY BREAKFAST TO HONOR SENATOR BILL FRIST

March 8, 1995, Washington, DC

Synopsis

More than 200 members of the disability community turned out for a breakfast to officially welcome Senator Bill Frist (R-TN) as the new chairman of the Senate Subcommittee on Disability Policy. NCD members and staff participated in the event.

34TH SESSION OF THE COMMISSION FOR SOCIAL DEVELOPMENT

April 17, 1995, New York, New York

Synopsis

Since the UN World Summit for Social Development, NCD has worked closely with the Department of State on deliberations before the UN Commission for Social Development to start implementation of the Summit's initiatives pertaining to people with disabilities. On behalf of the United States, NCD vice chairperson John A. Gannon addressed the 34th Session of the Commission for Social Development. He pledged our country's support for the UN Special Rapporteur on Disability and urged the support of all nations. The Department of State led the effort to pass a resolution empowering the Special Rapporteur to monitor international efforts pertaining to people with disabilities. The Department of State has since designated NCD as the official point of contact for the Special Rapporteur within the U.S. government on disability issues.

U.S. DEPARTMENT OF TRANSPORTATION, FEDERAL TRANSIT AUTHORITY MEETING

May 9, 1995, Washington, DC

Synopsis

NCD representatives Marca Bristo, Bonnie O'Day, Debra Robinson, and Speed Davis met with Gordon Linton, administrator of the Federal Transit Authority, U.S. Department of Transportation, to discuss transportation issues facing people with disabilities.

ADA ROUNDTABLE WITH PRESIDENT CLINTON; CONGRESSIONAL ADA FORUM

July 26, 1995, Washington, DC

Synopsis

After the successful completion of NCD's fifth anniversary commemoration of ADA, NCD chairperson Marca Bristo participated in President Clinton's roundtable discussion at the Department of the Treasury with disability rights activists from around the country, heads of national disability organizations, and senior appointees with disabilities, including NCD members and those who work closely with the disability community in implementing and enforcing ADA. In his remarks, President Clinton reaffirmed his support of ADA and his commitment to fight attempts to weaken the law. The President also mentioned his support for personal assistance services.

NCD chairperson Marca Bristo also participated in a congressional disability forum to assess the implementation of ADA. The forum, which was conducted by Senator Bill Frist (R-TN), chairman of the Senate Subcommittee on Disability Policy, and Senator Tom Harkin (D-IA), ranking minority member, gave disability advocates an opportunity to address some of the negative press articles that have been appearing around the country and to focus on details of the implementation.

RESEARCH

In its efforts to provide quality research in areas of interest to people with disabilities and in response to its congressional mandate, NCD concluded its studies on the implementation of IDEA and ADA. NCD also completed its research on the application of ADA for persons with cognitive impairments and will publish a report in FY 1996.

In an interagency agreement with the National Institute on Disability and Rehabilitation Research (NIDRR), NCD began work in three new priority areas: ensuring access to the information superhighway for Americans with disabilities; ascertaining the status of federally assisted or sponsored policies and practices targeted to increasing the participation of people with disabilities from diverse backgrounds in community service and educational programs; and promoting the role of the United States in advancing the status of people with disabilities internationally.

EDUCATION

NCD continued its research on educating students with disabilities. As a follow-up to its 1989 study *The Education of Students with Disabilities: Where Do We Stand?* and its 1993 study *Serving the Nation's Students with Disabilities: Progress and Prospects*, NCD supported Education Development Center, Inc., of Newton, Massachusetts, in producing *A System Apart: A Study of the Least Restrictive Environment Provisions of IDEA in Massachusetts and Illinois*. This work, completed in partnership with the Pathways Awareness Foundation of Chicago, Illinois, was reinforced by the release of NCD's companion study on educational inclusion, *Inclusionary Education for Students with Disabilities: Keeping the Promise*. In addition, the Council completed 10 one-day field hearings to gather information and recommendations from consumers on the implementation of IDEA, the federal legislation that supports the vast majority of special education programs across the nation. The report, *Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children*, was also issued in FY 1995.

TECH WATCH

In August 1994, NCD members and staff began meeting with representatives of the disability community and Microsoft Corporation officials to discuss access to Windows-based software for people with disabilities, especially people with severe visual impairments.

As part of its research agenda, NCD established a community-based, cross-disability consumer task force on technology. Called "Tech Watch," the 11-member task force provides information to NCD on issues relating to emerging legislation on technology and helps monitor compliance with civil rights legislation, such as Section 508 of the Rehabilitation Act of 1973, as amended.

As a result of Tech Watch meetings, Microsoft agreed to organize an accessibility team consisting of six employees to bring concentrated attention to access issues. Additionally, Microsoft agreed to develop an "off-screen model" for Windows products to increase access for users who are blind or visually impaired. These actions represent a tremendous breakthrough.

In August 1995, after working with Microsoft on accessibility issues for a year, NCD received a copy of Microsoft's new policy on accessibility. As a result of this policy, Windows 95 has become a vehicle for communications access and inclusion of people with disabilities. Accessible options provide new opportunities for millions worldwide. This change in policy sends a message that people with disabilities are part of society and need to be accommodated.

INFORMATION SUPERHIGHWAY

NCD, in an interagency agreement with NIDRR, began research with the Trace Center/University of Wisconsin on a project entitled Access to the NII and Emerging Information Technologies by People with Disabilities.

MINORITY INITIATIVE

As a follow-up to NCD's 1993 report *Meeting the Unique Needs of Minorities with Disabilities: A Report to the President and the Congress of the United States*, NCD, in an interagency agreement with NIDRR, began research with Howard University Research and Training Center for Access to Rehabilitation and Economic Opportunity on a project entitled An Examination of the Impact of Federally Supported Community Services and Educational Systems on Underserved People with Disabilities from Diverse Cultural Populations.

INTERNATIONAL

NCD works closely with the Department of State on initiatives pertaining to people with disabilities. As a direct result of this close relationship, the Department of State designated NCD as the official point of contact within the U.S. government for disability issues.

As part of its work on international issues, NCD, in an interagency agreement with NIDRR, began research with the World Institute on Disability on a project entitled Foreign Policy and Disability, which will examine U.S. policies and programs that affect individuals with disabilities in other countries, relate those policies and programs to the spirit and the letter of ADA, and create recommendations to shape disability policy, so that people with disabilities in other countries may benefit from U.S. foreign policy.

CONGRESSIONAL TESTIMONY

During FY 1995, NCD provided formal testimony to the Congress on several occasions as follows:

April 4, 1995, before the U.S. House of Representatives

Marca Bristo, chairperson; John A. Gannon, vice chairperson; and Speed Davis, acting executive director, testified before the U.S. House Committee on Appropriations, Subcommittee on Labor, Health and Human Services, and Education, regarding its FY 1996 budget request.

May 9, 1995, before the U.S. Senate

NCD chairperson Marca Bristo testified at a joint congressional 20-year anniversary hearing on the reauthorization of IDEA.

July 26, 1995, before the U.S. Senate

NCD chairperson Marca Bristo addressed the U.S. Senate Committee on Labor and Human Resources, Subcommittee on Disability Policy, regarding the implementation of ADA.

September 9, 1995, testimony submitted for the record of the U.S. Senate

The U.S. Senate Committee on Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies, received testimony from NCD chairperson Marca Bristo regarding its FY 1996 budget request.

INFORMATION DISSEMINATION

NCD receives thousands of telephone calls and letters annually from individuals and organizations concerned about disability issues. NCD's outreach to its various consumers has expanded greatly. NCD continues to disseminate important disability-related information through its monthly publication, *NCD BULLETIN*,

special mailings, articles, special reports, annual reports, other disability organizations, and ongoing interaction with the news media.

NCD QUARTERLY MEETINGS

As required by Section 400(c) of the Rehabilitation Act, the full Council met on four occasions during FY 95. The dates and locations of these meetings were as follows:

- November 1-3, 1994, Washington, DC
- January 31-February 1, 1995, Miami, Florida
- April 18-20, 1995, Washington, DC
- July 24-26, 1995, Washington, DC

APPENDIX A

NCD MEMBER AND STAFF BIOGRAPHIES

MEMBERS

MARCA BRISTO, CHAIRPERSON

Marca Bristo of Chicago, Illinois, was selected by President Clinton to become chairperson of the National Council on Disability (NCD) and was confirmed by the U.S. Senate on May 12, 1994. Ms. Bristo, president and CEO of Access Living of Metropolitan Chicago, is the first person with a disability appointed to this position.

As NCD chairperson, one of Ms. Bristo's goals is to create stronger links among NCD, the community of people with disabilities, and parents and advocates. NCD will address inconsistencies in public policy so that we have a more cohesive national policy on disability, at home and abroad. It is her intention that NCD be more innovative and empowering in taking on issues that others have not and that our work truly reflect President Clinton's "people first" philosophy. She credits the Clinton Administration for making significant progress on issues affecting people with disabilities.

Ms. Bristo believes the disability community and NCD need to play a larger role in forwarding a national policy on health reform, including supporting personal assistance services, monitoring the implementation of the Americans with Disabilities Act (ADA), and fostering economic empowerment.

In 1979, Ms. Bristo helped found Access Living, Chicago's only nonresidential independent living program for people with disabilities. She directed the program through its initial period of affiliation with the Rehabilitation Institute of Chicago and into full autonomy in 1987. Ms. Bristo co-founded the National Council on Independent Living and served a two-term presidency for the organization. She has assisted in writing and modifying city, state, and national legislation prohibiting rights violations and was one of the task force members who crafted ADA.

Ms. Bristo is the recipient of numerous awards and honors, including the 1993 Henry B. Betts Award, the Distinguished Service Award of the President of the United States, and the 1993 United Way of Chicago Executive of the Year Award. Recently she received the Coalition of Citizens with Disabilities of Illinois 1995 Distinguished Citizen Award, the 1995 Rush University Trustee Medal, and the 1995 Distinguished Alumna Award of the Rush-Presbyterian-St. Luke's Nurses Alumni Association, and was one of the recipients of the 1995 Mercedes-Benz Mentor Award. She was also featured in the May 1995 issue of *Chicago* magazine as one of Chicago's "Famous Unknowns."

Ms. Bristo, holds a bachelor of arts degree in sociology from Beloit College and a bachelor of science degree in nursing from Rush College of Nursing. She lives in Chicago with her husband Bob Kettlewell and two children. She will fill her new role while remaining in Chicago as president/CEO of Access Living.

JOHN A. GANNON, VICE CHAIRPERSON

John A. Gannon of Cleveland, Ohio, and Washington, DC, is NCD vice chairperson. He was appointed to the Council in December 1988 and served as acting chairperson from February 1993 until May 1994, when he became vice chairperson.

A firefighter for more than 30 years, Mr. Gannon was an active leader of the International Association of Fire Fighters (IAFF) Local 93. Starting as a member of the local IAFF committee, he eventually became president, a position he held for 10 years before being elected to national office.

In September 1988, Mr. Gannon was elected IAFF president emeritus. He had served as president of the 170,000-member organization since 1980. Under his leadership, IAFF expanded its role in occupational safety and health. Concerned about the hazards of his profession, he guided and directed a series of programs to promote greater safety and health protection. One program sponsored research on safer garments and equipment for firefighters. Mr. Gannon also fostered development of the IAFF Burn Foundation, which raises funds for research on the care of people who have been severely burned. In 1985, the Metropolitan General Hospital in Cleveland dedicated the John Gannon Burn and Trauma Center in recognition of his support for the hospital.

Mr. Gannon was elected vice president of AFL-CIO, with which IAFF is affiliated. Within AFL-CIO, he was vice president of the Public Employee Department. On the

Executive Council, he was a member of several committees. He is a board member of the National Joint Council of Fire Service Organizations and in 1982 served as its chairman. He is a member of the board of the Muscular Dystrophy Association.

Mr. Gannon attended Miami University in Ohio and Glasgow University in Scotland, and studied at Baldwin-Wallace College and Cleveland State University.

YERKER ANDERSSON, PH.D.

Dr. Yerker Andersson of Frederick, Maryland, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. He is the chairperson of Deaf Studies at Gallaudet University.

A native of Sweden, Dr. Andersson has held several other positions with Gallaudet University, including American Sign Language/Deaf Studies Project coordinator, professor of sociology, special assistant to the dean of the College of Arts and Sciences, and chairman of the Department of Sociology and Social Work.

He has also been involved in local and national organizations, including the American Sociological Association, D.C. Sociological Society, American Association of University Professors, Gallaudet University Alumni Association, National Association of the Deaf, and World Federation of the Deaf.

His awards and honors include the Distinguished Award, National Association of the Deaf; Jonathan Hall Man of the Year; Edward Miner Gallaudet Leadership Award; International Solidarity Merit Award, World Federation of the Deaf; and Olof Hanson Service Award.

Dr. Andersson received a B.A. in sociology from Gallaudet University; an M.A. in rehabilitation counseling and a professional diploma in counseling from Teachers College, Columbia University; and a Ph.D. in sociology from the University of Maryland.

LARRY BROWN, JR.

Larry Brown, Jr., of Potomac, Maryland, was reappointed in 1994 as an NCD member by President Clinton. Before starting his own consulting firm, Mr. Brown was the Xerox business and community relations manager for the Mid-Atlantic Region, Coastal

Operations, Custom Systems Division. He was also government and community relations manager with Integrated Systems Operations.

Mr. Brown was a running back for the Washington Redskins for eight years. During that time he received many awards, including Most Valuable Player in the National Football League for 1972. He was inducted into the Washington, DC, Touchdown Hall of Fame in 1991.

After retiring from football in 1977, he worked at E. F. Hutton as a personal financial management adviser and at the Department of Commerce as special assistant to the director, Office of Minority Business Enterprise. He is involved with youth, people with disabilities, and senior citizens. Mr. Brown has spoken at schools, colleges, and universities on motivation, discipline, and camaraderie. He works with many organizations, including Joint Action in Community Service, Inc., and the Board of Visitors, George Mason University.

JOHN D. KEMP

John Kemp of Washington, DC, was appointed to NCD by President Clinton and confirmed by the U.S. Senate on June 30, 1995. Mr. Kemp, a lawyer and expert on disability issues and services, is president and CEO of Very Special Arts (VSA), an affiliate of the John F. Kennedy Center for the Performing Arts.

Before joining VSA, Mr. Kemp was executive director of United Cerebral Palsy Associations, Inc. He also served as general counsel and vice president of development for the National Easter Seal Society. His ties to Easter Seals go back to his youth, when he was the National Easter Seal poster child at age 10.

In the 1970s, Mr. Kemp managed a firm that advised companies on state and federal civil rights, employment and education laws, and policies regarding persons with disabilities. He was also editor and publisher of *Disability & Employment Reporter*, a monthly legal and legislative newsletter for employers.

He serves on the boards of directors of several national organizations, including the National Rehabilitation Hospital, the Dole Foundation for Employment of People with Disabilities, and Independent Sector. He chaired the 1993 Henry B. Betts Award Jury.

Mr. Kemp is the recipient of many honors and awards, including the Horatio Alger Award, an honor extended to singularly accomplished individuals in recognition of their achievements in the face of adversity.

Mr. Kemp is a graduate of Georgetown University and Washburn University School of Law. He has appeared in a variety of forums to speak on civil rights, independent living, accessibility, and other disability issues, including Cable News Network's "Headline News," ABC News' "Business Week," NBC's "Today" show, and the "Ask Dr. Ruth" television show.

AUDREY McCRIMON

Audrey McCrimon of Chicago, Illinois, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is the director of the Illinois Department of Rehabilitation Services (DORS). She is the first African American to hold this position.

As head of the state's lead agency serving people with disabilities, she oversees programs providing vocational rehabilitation, in-home care, advocacy, education, benefit determinations, and independent living services for people with disabilities. Before becoming DORS director in 1991, Ms. McCrimon was the agency's associate director, supervising the Chicago office. Before joining state government, she was deputy commissioner on disability for the Chicago Department on Aging and Disability. She also has worked as a program coordinator for Chicago Citywide College and as a counselor for Jewish Vocational Services of Chicago.

In 1991, Ms. McCrimon was awarded the Advocacy and Volunteerism Award by the Association of Late Deafened Adults. Other honors include the August W. Christmann Award for Disability Advocacy, the Very Special Arts Advisory Committee Appreciation Award, and the National Organization on Disability Achievement Award.

In 1993, she attended the Program for Senior Executives in State and Local Government at the John F. Kennedy School of Government at Harvard University. She holds bachelor's and master's degrees in education from Northern Illinois University and is fluent in American Sign Language.

BONNIE O'DAY

Bonnie O'Day of Takoma Park, Maryland, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on June 21, 1994. She is a Ph.D. candidate at the Heller School for Advanced Studies in Social Welfare Policy at Brandeis University and a research associate at the National Rehabilitation Hospital Research Center. Ms. O'Day is also a consultant to the Independent Living Research Utilization Project in Houston, Texas.

She has been an adjunct professor at Brandeis, Tufts, and Suffolk Universities and has directed independent living centers providing services and advocacy for people with severe disabilities in Massachusetts, Virginia, and Minnesota. She has been an advocate for the civil rights of blind and disabled people since 1973 and has served on the boards of directors of national, state, and local advocacy organizations. Her areas of expertise include employment, income maintenance, assistive technology, and civil rights.

LILLIAM R. POLLO

Lilliam Pollo of Miami, Florida, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is a secretary at the University of Miami, School of Medicine, Department of Urology, and also operates her own secretarial service.

Ms. Pollo, a native of Cuba, was a regional coordinator at the Parent Education Network and also worked at the University of Miami's Bascom Palmer Eye Institute.

The mother of five children, the oldest of whom has developmental delays, Ms. Pollo is a recognized expert in special education and has participated in and presented at numerous conferences and workshops. She chaired the First and Second Annual Bilingual Inclusion Conferences on Educating Children with Disabilities and co-founded the Coalition for Integration of the Disabled, Inc., a statewide nonprofit organization promoting inclusionary educational opportunities for children with disabilities.

She is the recipient of the Commitment Award and the Outstanding Service Award from the Family Network on Disabilities, and the First Moments Award from the Coalition for Integration of the Disabled, Inc.

Ms. Pollo holds an associate of arts degree from Miami Dade Community College.

DEBRA ROBINSON

Debra Robinson of Philadelphia, Pennsylvania, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is a receptionist and provides clerical support at Philadelphia Coordinated Health Care.

In addition to being a former project consultant to the Supported Work Interview Project, Ms. Robinson was the first woman president of Speaking for Ourselves, where she was responsible for overseeing six chapters and the board of directors. She is a long-time advocate for people with disabilities and participated in the White House signing ceremony for ADA.

She is the recipient of the Peter and Elizabeth Greene Wiley Leadership Award and is the author of "Advocacy in the Danger Zone," which appeared in *Impact Magazine*.

SHIRLEY W. RYAN

Shirley W. Ryan of Kenilworth, Illinois, is president and co-founder of the Pathways Center for Children, an outpatient, individualized neurodevelopmental therapy center for children with delayed gross or fine motor activity or motor-based eating problems. Mrs. Ryan also is president and co-founder of Pathways Awareness Foundation, a public health care awareness organization that focuses on issues that include child development problems and early infant assessment procedures for children with special needs.

As part of her outreach commitment to the community, Mrs. Ryan is a trustee for the Ronald McDonald Children's Charities and director of the United Cerebral Palsy Association of Chicago. She is an executive committee member of the Chicago Community Trust, a public foundation that makes awards in the areas of health, social services, education, civic affairs, and arts and humanities.

She is vice chairman, board of directors, Chicago Council on Foreign Relations; founder, Northwestern University graduate school invitational course; founding member, Northwestern University Women's Board; and director, Chicago Foundation on Education.

Mrs. Ryan's mission is to help children with movement difficulties and their families. Thanks to her vision and perseverance, hundreds of thousands of Americans have

learned what signs in a baby's physical development may signal delayed development and the need for assistance. Mrs. Ryan is married and has three children.

MICHAEL B. UNHJEM

Michael Unhjem of Fargo, North Dakota, is president of Blue Cross/Blue Shield of North Dakota. He is the youngest person ever elected to the North Dakota House of Representatives and is a member of the National Conference of Commissioners on Uniform State Laws. He served in 1988 as president of the National Mental Health Association.

Mr. Unhjem has been involved in local and national organizations, including the Advisory Mental Health Council of the U.S. Department of Health and Human Services, the Governor's Commission on Mental Health Services, the National Alliance for Research on Schizophrenia and Depression, and the National Mental Health Leadership Forum. His awards include the 1989 Special Presidential Commendation from the American Psychiatric Association, the 1988 Distinguished Leadership Award from the North Dakota Psychological Association, and the National Excellence in Leadership Award from North Dakota.

He has been recognized by *Who's Who in American Politics*, *Who's Who in North Dakota*, *Who's Who in the Midwest*, *Personalities of America*, and *Men of Achievement*. Mr. Unhjem graduated magna cum laude with a B.A. in history and political science from Jamestown College in North Dakota in 1975. In 1978, he earned a J.D. with distinction from the University of North Dakota School of Law in Grand Forks. He is married and has three children.

RAE L. UNZICKER

Rae Unzicker of Sioux Falls, South Dakota, was appointed to NCD by President Clinton and confirmed by the U.S. Senate on June 30, 1995. She is a writer, speaker, consultant, teacher, and activist with special expertise in organizational development, public policy, and public relations.

Ms. Unzicker has been active in the psychiatric survivor movement since 1978, when she founded the South Dakota Mental Health Advocacy Project. She currently serves on the board of directors and as treasurer of the National Association for Rights Protection and

Advocacy, and as chairperson for the Protection and Advocacy for Individuals with Mental Illness Advisory Council to South Dakota Advocacy Services. She is a member of the advisory board to the National Empowerment Center and the Boston University Center for Psychiatric Rehabilitation. She is also administrative coordinator of the Mental Health Consumers/Survivors Research and Policy Work Group.

Ms. Unzicker's articles have appeared in many journals and books; they deal primarily with recovery and empowerment issues for persons with psychiatric labels. She has consulted or made presentations in more than 35 states and has appeared on all the major television talk shows, including "The Oprah Winfrey Show," and "The Phil Donohue." She is co-producer of the video "Crazy Women: Madness, Myth, and Metaphor."

HUGHEY WALKER

Hughey Walker of Hemingway, South Carolina, is the former chairman of the Georgetown County Council. The U.S. Senate confirmed Mr. Walker to be a member of NCD on December 22, 1995.

Mr. Walker previously served as an advocate counselor at South Carolina Protection and Advocacy System for the Handicapped, Inc., where he was responsible for investigating discrimination complaints for people with disabilities. In addition, Mr. Walker was the public affairs director at a local radio station.

KATE P. WOLTERS

Kate P. Wolters of Grand Rapids, Michigan, was confirmed by the U.S. Senate to be a member of NCD on May 12, 1994. Since 1986, she has been executive director of the Steelcase Foundation, an endowment unit of Steelcase Inc. (the world's leading designer and manufacturer of office furniture), where she reviews, evaluates, and presents to the board of trustees funding requests that benefit communities across the United States, particularly communities in which Steelcase has manufacturing operations.

Ms. Wolters was appointed by the Governor of Michigan to the Michigan Developmental Disabilities Council in 1984 and reappointed in 1991 as its chair. She is immediate past president of the board of the Michigan Council for Independent Living. She is on the Board of Visitors of Michigan State University's School of Social Science and is director

on the boards of the Irving S. Gilmore International Keyboard Festival, the Greater Grand Rapids Area Chamber of Commerce, the Council of Michigan Foundations, and Aquinas College.

She holds a bachelor of arts in sociology from Aquinas College in Grand Rapids and a master's degree in social work from Michigan State University.

ELA YAZZIE-KING

Ela Yazzie-King of Saint Michaels, Arizona, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is the regional team coordinator of the Indian Children's Program.

Ms. Yazzie-King has been executive director of the Chinle Valley School for Exceptional Children, Inc., and project director of the Navajo Evaluation of Existing Disability Services; the Navajo Undergraduate Rehabilitation Training Project; Learn to Earn, Ltd.; the Indian Health Services Medical Management Project, and the Spinal Cord Injury Follow-up Project. She also has worked as a developmental disabilities advocate, rehabilitation specialist/counselor, and vocational counselor.

She is an active member of the Arizona Developmental Disabilities Advisory Council; the Administration on Developmental Disabilities Multi-Cultural Task Force in Washington, DC; and the New Mexico Independent Living Advisory Council. She is a former member of the Native American Research and Training Center, the Advisory Council of Northern Arizona University, and the Navajo Nation Advisory Council on the Handi-Capable.

Ms. Yazzie-King is the recipient of numerous awards, including Outstanding Volunteer, Navajo Nation Council on the Handicapped; and Citizen of the Year, Arizona Governor's Council on Disabilities.

She holds a bachelor of arts degree in psychology/sociology from Virginia Intermount College and a master of arts in rehabilitation counseling from the University of New Mexico.

STAFF

ETHEL D. BRIGGS, EXECUTIVE DIRECTOR

Since joining the NCD staff, Ethel D. Briggs has served as acting executive director, deputy director, and director of Adult Services. She is a former chief of the Office of Staff Development and Training for the Washington, DC, Rehabilitation Services Administration. She has worked as a rehabilitation counselor supervisor, vocational rehabilitation counselor, and part-time college instructor at George Washington University.

Ms. Briggs, a long-time advocate for people with disabilities, graduated from North Carolina Central University and holds a master's degree in counseling from the University of North Carolina at Chapel Hill. She was recognized by *Dollar & Sense Magazine* as one of the Top 100 African-American Business and Professional Women of 1989. Ms. Briggs also was recognized by *Outstanding Women in America* in 1976 and by *Who's Who in American Colleges and Universities* in 1971.

SPEED DAVIS, EXECUTIVE ASSISTANT TO THE CHAIRPERSON

Speed Davis previously served NCD as acting executive director. Mr. Davis came to NCD from the Massachusetts Office on Disability, where he began as the assistant director in 1987, became deputy director in 1989, and became director in 1991. Before that he was national director of program operations at the National Spinal Cord Injury Association, claims representative at the Social Security Administration in St. Louis, employment technician at the Missouri Division of Employment Security in Kansas City, and county director at the Central Missouri Counties/Human Development Corporation.

For more than 20 years, Mr. Davis has played a leadership role in advocacy activities on behalf of people with a wide range of disabilities. He has worked with public officials and private citizens to improve the status of people with disabilities in the areas of civil rights, physical accessibility, employment, and transportation.

Mr. Davis is a nationally recognized expert on housing rights of people with disabilities and is well known for his expertise on the implementation of ADA. He has served on the Massachusetts Rehabilitation Commission Statewide Advisory Council and the Massachusetts Architectural Access Board. He was instrumental in the passage of state and local laws in Massachusetts establishing reserved parking for drivers with disabilities,

and was vice chairman of the coalition that caused the local bus system to be the first in the nation to place lift-equipped buses in service.

BILLIE JEAN HILL, PROGRAM SPECIALIST

Billie Jean Hill joined the staff of NCD in March 1992. Previously, Ms. Hill was director of communications and editor for the Blinded Veterans Association; before that she was founding director of a statewide broadcast service for persons with reading disabilities with Mississippi Educational Television in her home state. She was appointed to work on a governor's commission in Mississippi to report on the needs of children and youth in rural Mississippi who are disabled.

Ms. Hill studied journalism and education at Mississippi University for Women and at the University of London in England. She is chairperson of the Board of Publications for the American Council of the Blind.

JAMAL MAZRUI, PROGRAM SPECIALIST

Jamal Mazrui joined the NCD staff in March 1995. Mr. Mazrui comes to NCD from the John F. Kennedy School of Government, Harvard University, where he was alumni database coordinator. He was an account manager and technical support specialist at Advocate Development Corporation and a management information systems consultant at New England Telephone.

Mr. Mazrui has served as chair of the Rehabilitation Advisory Council, Massachusetts Commission for the Blind, and as legislative representative at the Bay State Council of the Blind; he is also the founder and former director of the Visually Impaired and Blind User Group of the Boston Computer Society. He was a member of the Board of Editors of the *Harvard Public Policy Review* and treasurer of the Kennedy School Black Caucus. Mr. Mazrui received a bachelor's degree in operations research from Princeton University and a master's in public policy from Harvard University.

MARK S. QUIGLEY, PUBLIC AFFAIRS SPECIALIST AND EDITOR

Mark Quigley joined the NCD staff in May 1990. Before that he was a consultant to the U.S. National Commission on Drug-Free Schools. He is a former program coordinator

at the U.S. Interagency Council on the Homeless and former director of communications at the White House Conference on Small Business.

Mr. Quigley graduated magna cum laude in 1979 from Northern Virginia Community College in Annandale, Virginia, with an A.S. in general studies. He received a B.A. in government and politics in 1983 and an M.P.A. in public administration in 1990 from George Mason University in Fairfax, Virginia.

BRENDA BRATTON, EXECUTIVE SECRETARY

Brenda Bratton was formerly a secretary at the National Transportation Safety Board. Ms. Bratton graduated from Farmville Central High School and the Washington School for Secretaries.

STACEY S. BROWN, STAFF ASSISTANT

Stacey Brown has been employed by NCD since 1986. His prior experience includes working as a receptionist and clerk with the Board for International Broadcasting and as a student assistant with the Compliance and Enforcement Unit of the Architectural and Transportation Barriers Compliance Board. Mr. Brown is a graduate of Howard University in Washington, DC, where he earned a B.A. in political science in 1987.

JANICE MACK, ADMINISTRATIVE OFFICER

Janice Mack was formerly employed with the National Oceanic and Atmospheric Administration. Ms. Mack graduated from Calvin Coolidge High School.

APPENDIX B

NCD PUBLICATIONS

Voices of Freedom: America Speaks Out on the ADA (1995)

Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children (1995)

The Americans with Disabilities Act: Ensuring Equal Access to the American Dream (1995)

Inclusionary Education for Students with Disabilities: Keeping the Promise (1994)

Making Health Care Reform Work for Americans with Disabilities. Summary Information on Five "Town Meetings" on Health Care Reform: A Report to the President and the Congress of the United States (1994)

Furthering the Goals of the Americans with Disabilities Act Through Disability Policy Research in the 1990s: Summary of Proceedings (1993)

ADA Watch — Year One: A Report to the President and the Congress on Progress in Implementing the Americans with Disabilities Act (1993)

Meeting the Unique Needs of Minorities with Disabilities: A Report to the President and the Congress (1993)

Serving the Nation's Students with Disabilities: Progress and Prospects. A Report to the President and the Congress (1993)

Sharing the Risk and Ensuring Independence: A Disability Perspective on Access to Health Insurance and Health-Related Services. A Report to the President and the Congress (1993)

Study on the Financing of Assistive Technology Devices and Services for Individuals with Disabilities: A Report to the President and the Congress (1993)

Wilderness Accessibility for People with Disabilities: A Report to the President and the Congress of the United States on Section 507(a) of the Americans with Disabilities Act (1992)

The Impact of Exemplary Technology-Support Programs on Students with Disabilities (1991)

The Education of Students with Disabilities: Where Do We Stand? A Report to the President and the Congress of the United States (1989)

On the Threshold of Independence: A Report to the President and to the Congress of the United States (1988)

Toward Independence: An Assessment of Federal Laws and Programs Affecting Persons with Disabilities — With Legislative Recommendations (1986)

In addition, NCD publishes a monthly newsletter, *NCD BULLETIN*. All publications are available free of charge and in alternative formats.

APPENDIX C

MISSION OF THE NATIONAL COUNCIL ON DISABILITY

OVERVIEW AND PURPOSE

NCD is an independent federal agency led by 15 members appointed by the President of the United States and confirmed by the U.S. Senate.

The overall purpose of NCD is to promote policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability; and to empower individuals with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society.

SPECIFIC DUTIES

The current statutory mandate of NCD includes the following:

- Reviewing and evaluating, on a continuing basis, policies, programs, practices, and procedures concerning individuals with disabilities conducted or assisted by federal departments and agencies, including programs established or assisted under the Rehabilitation Act of 1973, as amended, or under the Developmental Disabilities Assistance and Bill of Rights Act; as well as all statutes and regulations pertaining to federal programs that assist such individuals with disabilities, in order to assess the effectiveness of such policies, programs, practices, procedures, statutes, and regulations in meeting the needs of individuals with disabilities.
- Reviewing and evaluating, on a continuing basis, new and emerging disability policy issues affecting individuals with disabilities at the federal, state, and local levels, and in the private sector, including the need for and coordination of adult services, access to personal assistance services, school reform efforts and the impact of such efforts on individuals with disabilities, access to health care, and

policies that operate as disincentives for individuals to seek and retain employment.

- Making recommendations to the President, the Congress, the Secretary of Education, the Director of the National Institute on Disability and Rehabilitation Research, and other officials of federal agencies, respecting ways to better promote equal opportunity, economic self-sufficiency, independent living, and inclusion and integration into all aspects of society for Americans with disabilities.
- Providing the Congress, on a continuing basis, advice, recommendations, legislative proposals, and any additional information that the Council or the Congress deems appropriate.
- Gathering information about the implementation, effectiveness, and impact of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).
- Advising the President, the Congress, the Commissioner of the Rehabilitation Services Administration, the Assistant Secretary for Special Education and Rehabilitative Services within the Department of Education, and the Director of the National Institute on Disability and Rehabilitation Research on the development of the programs to be carried out under the Rehabilitation Act of 1973, as amended
- Providing advice to the Commissioner with respect to the policies and conduct of the Rehabilitation Services Administration.
- Making recommendations to the Director of the National Institute on Disability and Rehabilitation Research on ways to improve research, service, administration, and the collection, dissemination, and implementation of research findings affecting persons with disabilities.
- Providing advice regarding priorities for the activities of the Interagency Disability Coordinating Council and reviewing the recommendations of this Council for legislative and administrative changes to ensure that such recommendations are consistent with the purposes of the Council to promote the full integration, independence, and productivity of individuals with disabilities;

- Preparing and submitting to the President and the Congress an annual report titled *National Disability Policy: A Progress Report*.
- Preparing and submitting to the Congress and the President an annual report containing a summary of the activities and accomplishments of the Council.

CONSUMERS SERVED AND CURRENT ACTIVITIES

While many government agencies deal with issues and programs affecting people with disabilities, NCD is the only federal agency charged with addressing, analyzing, and making recommendations on issues of public policy that affect people with disabilities regardless of age, disability type, perceived employment potential, economic need, specific functional ability, status as a veteran, or other individual circumstance. NCD recognizes its unique opportunity to facilitate independent living, community integration, and employment opportunities for people with disabilities by ensuring an informed and coordinated approach to addressing the concerns of persons with disabilities and eliminating barriers to their active participation in community and family life.

NCD plays a major role in developing disability policy in America. In fact, it was the Council that originally proposed what eventually became ADA. NCD's present list of key issues includes improving personal assistance services, promoting health care reform, including students with disabilities in high-quality programs in typical neighborhood schools, promoting equal employment and community housing opportunities, monitoring the implementation of the Americans with Disabilities Act, improving assistive technology, and ensuring that persons with disabilities who are members of minority groups fully participate in society.

STATUTORY HISTORY

NCD was initially established in 1978 as an advisory board within the Department of Education (Public Law 95-602). The Rehabilitation Act Amendments of 1984 (Public Law 98-221) transformed NCD into an independent agency.

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